

Monday, January 14, 2013  
www.feweek.co.uk

Verity Hancock profile interview



Page 5

NUS calls for complaints body



Page 6

FE Week's ministerial webinar



Pages 8 and 9

Mooove on to campus round-up



Pages 10 to 13

inside...

## Derby College nets academy



Former England netball captain Olivia Murphy (centre) with Derbyshire netball academy players. See campus round-up

## Traineeship plan revealed

Eleanor Radford  
@EleanorRadford

Plans for a new training scheme to equip young people with "the confidence, skills and experience needed to find work" has been announced.

FE minister Matthew Hancock has revealed a potential traineeship model, which could be in place by September 2013, and would see 16 to 24-year-olds not in education or struggling to find work complete "flexible and tailor-made" work preparation sessions, a high-quality work placement and help if they have not achieved a GCSE grade C in English and maths.

It was in June 2012, at the CBI Jobs Summit, that the government first referred to plans to pilot traineeships for "the teenagers who aren't ready for an apprenticeship". The Deputy Prime Minister, Nick Clegg, said then that "more detail will be coming soon".

Mr Hancock is now urging employers and training providers to help shape the initiative's progression by giving their opinions on the plans.

More than 700 people tuned into an FE Week ministerial webinar

with Mr Hancock on Thursday, with participants encouraged to pose questions and hear the minister's views on the plan for traineeships.

John Evans, vice-principal at Swindon College, asked: "What is the difference between a traineeship and the already launched 16-19 study programmes as the reported models are exactly the same. This will further confuse the current offer to young people?"

Mr Hancock said: "The traineeship is aimed at 16 to 24-year-olds, not just 16 to 19-year-olds. Also it is an option within a study programme and is particularly aimed at those who don't have strong English and maths."

The discussion document about traineeships asks 12 questions about what a traineeship programme for 16 to 18-year-olds on study programmes, and the young unemployed (19 to 24-year-olds), should look like.

Mr Hancock said: "We are introducing traineeships to help young people with the skills they need to get a job, and hold down a job."

"That's vital for our economy to compete in the global race. And it's a question of fairness. Traineeships will give young people the helping hand and experience they need to

compete for apprenticeships and good jobs."

The Department for Education (DfE) devised an outline for traineeships, expected to last around six months, after a CBI annual education and skills survey showed that 61 per cent of employers thought many young people lacked "work-related skills and attitudes which they needed to sustain employment".

The DfE said in the third quarter of 2012 there were 206,000 16 to 18-year-olds and 821,000 19 to 24-year-olds not in education, employment or training (NEET) and evidence showed these young people are more likely than their peers to suffer unemployment, low pay, poor health and depression.

Professor Alison Wolf, who wrote a report for the government on the subject, said: "In my Review I argued that the government needed to address this issue as a matter of urgency, and I am delighted to see that they are indeed doing so."

Graham Hoyle, chief executive of the Association of Employment and Learning Providers, said: "The development of traineeships represents a hugely significant step forward in ensuring young people currently without a job or training opportuni-

ty are better equipped to find either an apprenticeship or other type of worthwhile employment."

Martin Doel, chief executive of the Association of Colleges, said: "We have been arguing for some time for a pre-apprenticeship 'offer' to young people, a mixture of training and work experience that makes them attractive to employers and competitive for apprenticeships or for other jobs with training. We therefore welcome this consultation and the thinking that underlies the questions that it poses."

The government said its aim was to make traineeships the "preferred route" for those aspiring to apprenticeships who needed additional training.

Intensive traineeships were also being proposed for those with no work experience and very few qualifications.

Traineeships for 16 to 19-year-olds are proposed to be delivered as part of study programmes and for 19 to 24-year-olds training providers will be able to make use of the Adult Skills Budget.

You can send your views to traineeships.discussion@education.gsi.gov.uk" by February 8, 2013.

See pages 8 and 9 for more



## Edition 52

FE Week is the only newspaper dedicated to news, analysis, jobs and fun in the FE sector.

And tweet us your thoughts @feweek or with the hashtag #feweek

Editor: Nick Linford  
Deputy editor: Chris Henwood  
Senior reporter: Eleanor Radford  
Head designer: Daniel Duke  
Sales manager: Chardelle Mason  
Operations: Shane Mann  
Profiles: Janet Murray (freelance)  
Contributors: Ann Watson  
Toni Pearce  
Graham Hoyle

For an annual subscription to FE Week for just £75 visit [www.feweek.co.uk](http://www.feweek.co.uk) and click on 'subscribe' at the top of the page.

If you are interested in placing a product or job advert in a future edition please click on the 'advertise' link at the top of the page on [www.feweek.co.uk](http://www.feweek.co.uk) or contact:

E: [chardelle.mason@feweek.co.uk](mailto:chardelle.mason@feweek.co.uk)  
T: 020 8123 4891 M: 0783 7769 411

# Uncertainty warning over apprentice loans

Eleanor Radford

@EleanorRadford

The Shadow FE Minister has described it as "deeply alarming" that government-commissioned research says apprentices do not understand how they would be affected by FE loans.

Gordon Marsden (right) spoke out after the Department of Business Innovation and Skills (BIS) revealed a report commissioned to assess how 24+ Advanced Learner Loans would affect course uptake. The loans system, due to go ahead in a few months, was introduced after study grants for learners aged over 24 were scrapped as part of austerity measures.

Mr Marsden said the research, based on findings from focus groups with Muslims, 40+ learners, apprentices and learners with disabilities, "starkly highlights the fact they (the government) have no idea what introducing loans for adult apprentices could do to either employer demand or learner behaviour".

Under a section titled 'likely behaviour from 2013 onward' the report said: "Apprentices in this sample were relatively unconcerned about the impact that removal of the subsidy would have on people in their situations, but this was largely due to the fact that they assumed that

employers would continue to fund courses. They did not know this for sure, however, and many eventually wondered whether apprentices would have to pay for their courses if employers did not."

It continued: "On balance it was difficult to establish what apprentices — younger and older — are likely to do from 2013 onwards because of the lack of information about what employers would do."

Mr Marsden said: "With the new system merely months away, FE Minister Matthew Hancock and BIS Ministers urgently need to engage with this issue and ensure there is not a significant drop in 24+ apprenticeship numbers."

FE Week reported in its last edition how Mr Marsden criticised the government for not commissioning a national marketing campaign to fully inform people of the new loans system.

A BIS spokesperson said: "While some (apprentices) are understandably unsure until they have seen the details and discussed with their employers, the research did suggest that many were likely to accept this and use a 24+ Advanced Learning Loan, particularly younger groups."

The recent BIS-commissioned report found that 24+ Advanced Learner Loans were most



likely to put off older learners from studying as they were more "savvy" with money and saw study more as "nice to have", rather than a necessity.


The University and College Union (UCU) expressed their concern over this, warning that the increased costs might exclude older and poorer people from studying.

UCU general secretary Sally Hunt said: "The government's excuse to cut funding for adults to concentrate resources on the younger generation completely falls down when you study this report. At a time of high unemployment ministers should be looking to make it easier for people to retrain and study at college instead of coming up with new ways to price them out."


BIS's research concluded that younger people (between 24 and 29 years old) were most motivated to take up opportunities in FE as they thought more in the short-term and did not feel loans would put them off a course.


## Top #traineeships tweets:

 @stirlingwood  
Get involved! Discussion paper on traineeships from @educationgovuk. Excellent initiative if worked well

 @yearhere  
Traineeship scheme depressingly familiar. When are we going to tackle the root of poor employability?

 @capitafhe  
Traineeships at the informal discussion paper stage, but possibility of availability from Sept 2013. Tight timescale?

 @Justforkidslaw  
Said it before, training schemes always welcome but 1 million aren't NEET because of lack of skills

 @AndyWKC  
Generally impressed with @bisgovuk proposals on traineeships. Could ramp up vocational training element needed to attract trainees

# Train 4 Work contract to be cut short

Chris Henwood

@Chris\_Henwood

The Skills Funding Agency is tearing up an £800,000 training contract with a Hertfordshire-based provider that owes at least one subcontractor nearly £18,000.

Train 4 Work Ltd, which was allocated the contract under the agency's Adult Skills Budget for 2012/13, was "formally notified" of the move more than two months ago.

The reason behind the termination of the contract remains unclear as FE Week was unable to contact the firm and the agency failed to say why it was taking action.

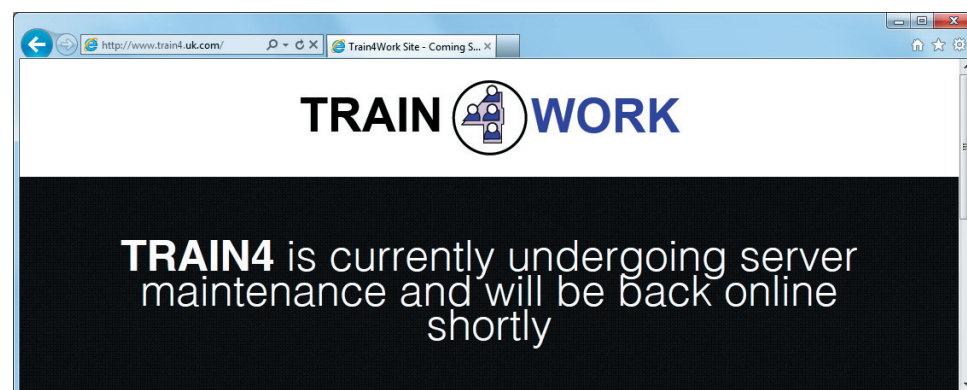
However, Train 4 Work is understood to have suffered "operational issues," while one former subcontractor is looking at having to write off its debt.

Mark Mayhew is listed on LinkedIn as the firm's managing director — a position he has held since December 2010, it says. However, FE Week was unable to contact him.

The UK Register of Training Providers lists Peter Wilson as programme manager. He told FE Week he left the firm in June last year and declined to comment further.

A joint statement from the agency and the National Apprenticeship Service (NAS) said: "The Skills Funding Agency took the decision to give three months' notice to terminate the contract between the chief executive of skills funding and Train 4 Work Ltd.

"The provider was formally notified on November 1, 2012, and accordingly the contract will terminate on January 31, 2013. We do not comment on details of contractual arrange-



The Train 4 Work website, as FE Week went to press

ments between the agency and a provider."

It added: "Our priority is to ensure minimal disruption to apprentices, learners and employers."

"The agency and NAS are working with Train 4 Work Ltd to ensure that all learners and apprentices are transferred to an alternative provider."

Train 4 Work, formed in 2007, was last inspected by Ofsted in October 2010 at which point it had 312 Train to Gain learners and got a satisfactory grading.

An inspection the previous year resulted in an inadequate grading and saw the agency's predecessor, the Learning and Skills Council, withdrew funding for new learners.

Improvements registered during a monitoring visit in January 2010 saw funding restored.

During its most recent inspection, Train 4 Work operated with three subcontractors in Oxfordshire-based security experts Skillsbank, Cornwall-based spectator safety firm Integer Training and the health and social care-related Three Counties Training, in Worcestershire.

A spokesperson for Integer Training said: "We sub contracted from Train 4 Work in 2010/11.

"Due to operational issues within their organisation Train 4 Work was unable to pass on the agreed level of funding to Integer at the time the training programmes took place, but it has since made attempts to settle its debts.

"The outstanding balance of £17,776.45 may well have to be written off."

A Skillsbank spokesperson said it dealt with Train 4 Work for two years, ending in 2010 but declined to comment further, and FE Week could not contact Three Counties Training.

The joint statement from the agency and NAS added: "We are contacting all affected apprentices, learners and employers to inform them of the situation and offer support and commitment as required.

"Any concerned employers, apprentices and learners can contact the agency at [sfaemployerenquiries@skillsfundingagency.bis.gov.uk](mailto:sfaemployerenquiries@skillsfundingagency.bis.gov.uk)"



# Pearson puts 560 staff at jobs risk

Chris Henwood

@Chris\_Henwood

Hundreds of FE workers are facing redundancy after Pearson announced it was planning to close an adult education branch of the business with a loss of £120m.

Pearson in Practice, formerly Melorio, a company bought by Pearson two years ago for £99.3m, is launching a 90-day consultation on the firm's future.

Changes to apprenticeships, including a shift from programmes delivered by training providers toward programmes delivered by employers, were said to be behind the move.

"We believe Pearson in Practice no longer has a sustainable business model," said a Pearson spokesperson.

Representatives for Pearson in Practice's 560 members of staff are being appointed for the consultation.

It is understood that 5,000 learners will be affected, but Pearson said it was "fully committed to supporting all Pearson in Practice learner and apprentices to complete their courses on their current timetables whether

with Pearson in Practice or, if it is more appropriate, through transferring them to another training provider."

Pearson chief executive John Fallon said: "We very much regret the decision to plan for closure, but we believe we have explored and exhausted all alternatives.

"Our focus in the coming months will be on working with our partners in the further education sector and industry to ensure minimum disruption to learners who are currently enrolled in one of our programmes."

The announcement came on Monday, January 7, and will affect Pearson in Practice Technology Limited and Pearson Skills Based Learning Limited.

It will see Pearson writing off £120m, but the firm will still have a presence in the UK adult training market through TQ Holdings — a Derbyshire-based vocational and technical education provider to the defence, engineering, oil and gas and construction sectors — which it acquired in late 2011.

It is also a shareholder in Gas Logic, which provides adult training in the energy sector, and owns Pearson Work Based Learning, which last year helped deliver 170,000 ap-

prenticeships in the UK and abroad through brands including BTEC and LCCI.

"The cost of closure and impairment is expected to be around £120m and will be reflected as a loss on disposal in Pearson's 2012 statutory accounts," said the Pearson spokesperson.

He added: "We will continue to provide training and support for young adults who wish to develop skills and enter the UK workforce through our qualifications and curriculum businesses, particularly Pearson Work Based Learning."

Pearson in Practice was renamed last year having previously been called Zenos, formerly a Melorio firm.

The renaming followed criticism of the apprenticeship scheme delivered by Zenos in the Panorama programme The Great Apprentice Scandal, broadcast on BBC One.

The ICT apprenticeships delivered by Zenos were said to be entirely classroom-based and could not guarantee learners a job at the end.

A joint statement on the Pearson in Practice announcement was issued by the Skills Funding Agency and National Apprenticeship Service (NAS).



John Fallon, Pearson, chief executive

It said: "Pearson in Practice has been in close dialogue with the agency and NAS to provide reassurance on the planned closure, which will take place pending an orderly wind-down period.

"Learners and apprentices will be kept fully informed as these discussions progress."

It added: "Any affected parents, guardians, learners, apprentices or employers can contact Pearson in Practice directly."

## New chair Stott starts with AoC

Chris Henwood

@Chris\_Henwood

A new governors' chair has been appointed at the Association of Colleges after John Bingham stepped down following six years at the helm.

The Yorkshire-born telecommunications and IT specialist has been replaced by Carole Stott, chair of governors at London's City Lit.

Association chief executive Martin Doel said: "A great deal has been achieved in the time of John's stewardship. He was a guiding light for all of us during his time as chair.

"He brought with him deep experience and knowledge of the sector that he built up as an establishing member of the Yorkshire and Humberside Association of Colleges, and national board member from 2001."

Mr Bingham has stepped down from the association board and has also left the governors' board at South Yorkshire's Thomas Rotherham College, which he also chaired, after 20 years' service.

"While John will undoubtedly be missed by the organisation, we will continue to offer the best of services with his successor Carole Stott, who comes to us with years of experience of chairing the board of governors at City Lit," added Mr Doel.

Ms Stott, who has been on the association governors' board since 2008, is a qualified teacher who has taught in further education, schools and university.



Carole Stott, the new governor's chair at AoC

She was chief executive of the National Open College Network for five years from 1999 and was a director at Credit Works from 2004 to 2012.

She currently sits on the governors' board at the City of Bath College and has been City Lit governors' chair since 1999. It won an outstanding grade following Ofsted inspection in 2011.

"I believe absolutely in the importance of further and adult education as a powerful force for good, capable of transforming people's lives and promoting economic and social vitality," said Ms Stott.

"The position of association chair offers a great opportunity to play a key role in this important and diverse sector, which touches the lives of many people and communities."

City Lit principal Mark Malcomson said: "We are truly delighted with Carole's appointment.

## No more funding for qualifications, warns SFA

Chris Henwood

@Chris\_Henwood

Providers and employers could be set to lose funding for qualifications in a clampdown on awarding organisations that don't register to an official learner record service.

The Skills Funding Agency wants all Ofqual-recognised awarding organisations to sign the Personal Learning Record (PLR) Awarding Organisation Agreement.

It told them all in September last year they had to sign up, and has now published a list of those yet to do so.

The agency warned that if awarding organisations didn't sign, funding for their qualifications "will cease from August 1".

The situation would mean there was no agency cash for providers and employers in offering the qualifications of awarding organisations that hadn't signed.

A statement on the agency website said: "On September 28, 2012, the chief executive of Skills Funding wrote to colleges and training organisations to advise them about the implementation of the PLR.

"This confirmed that Ofqual-recognised awarding organisations that had not signed the PLR Awarding Organisation Agreement and begun to upload achievement data would cease to be funded for new starts on their qualifications with effect from August 1, 2013."

The PLR, managed by the Learning Records Service, launched in 2008 and enables the sharing of learner and achievement data across the education and skills sector.

The agency said 136 awarding bodies had met the requirement to be on the system by Novem-

ber last year.

But more than 100 qualifications — of those listed in the SFA's spreadsheet entitled QCF Qualifications confirmed for public funding as part of the single adult skills budget (2012/13) — were identified by FE Week as at risk.

These were run by the 14 awarding bodies the agency named as yet to sign the PLR agreement.

They included the Chartered Insurance Institute (CII), WSET (Wine and Spirit Education) Awards and the Institute of Commercial Management (ICM).

A spokesperson for CII, whose qualifications include a level three certificate in equity release and a level four diploma in regulated financial planning, said: "The vast majority of our students do not fit the standard model of being on FE courses with training providers drawing down government funding.

"Going forward, we will continue to keep the issue of signing up to the PLR under review."

Nobody from WSET Awards, whose qualifications include a level one award in spirits and a level three award in wines and spirits, was available for comment.

A spokesperson for ICM said: "The majority of our 700-plus approved centres are overseas with less than 10 per cent of centres based in the UK.

"The process of gaining recognition of our courses also involves gaining external support from the university sector rather than from the more traditional sources, for example from Sector Skills Councils.

"And our understanding is that the majority of funding is now available at the lower levels — predominantly levels one and two — and ICM offers the majority of our qualifications at levels four and above."



Editor's comment

Time for traineeships

The sector, myself included, has broadly welcomed the plans to introduce a scheme to support young people into work and apprenticeships. This is not surprising given the raising of the participation age to 18 by 2015, and current high levels of youth unemployment.

However, why has it taken 197 days since the government first mentioned plans for traineeships, before publishing this 'discussion document'? It is important that lessons are learned from past schemes (like entry to employment) and current ones (such as access to apprenticeships). Typically, it's the lack of an employer that's the problem. So in the short discussion and implementation time left, it's critical employers not only help devise the programme, but also take advantage of it.

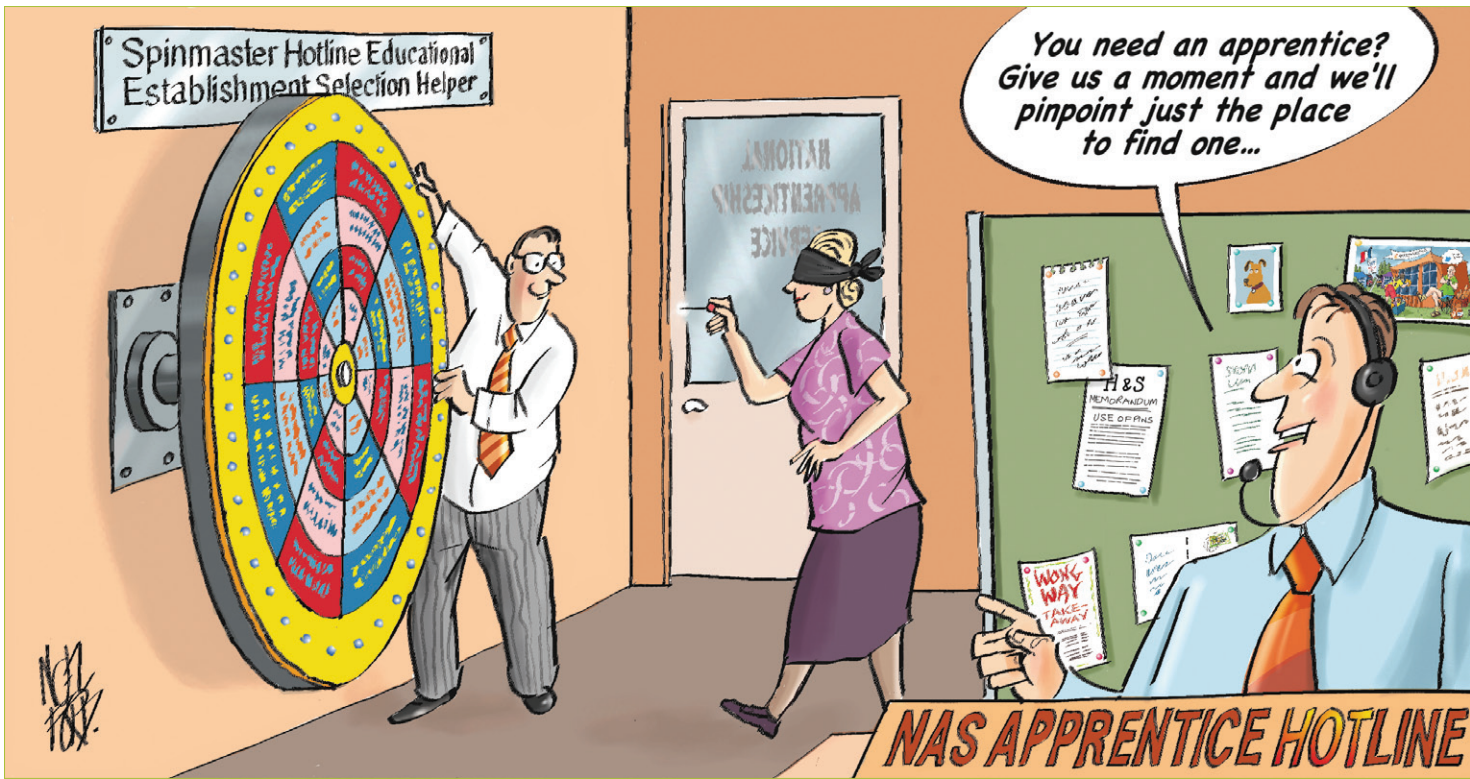
Nick Linford, editor

Correction

It can seem like not a day goes by without some change to the world of FE. One day you're happily strolling to college for your chiropody course thinking it's paid for by the Learning and Skills Council, only to find out the Skills Funding Agency has actually been footing the bill for nearly three years. Such a change caught us out last week in a tale about there being no national advertising campaign for the impending FE loans system. Incorrectly, we referred to "level four (foundation degree or HND equivalent)," and our error was pointed out by Central Sussex College's director of technology, Richard Brooks. HNDs went from level four to level five with a 2004 revamp of the system. Admittedly, for us to get it wrong more than eight years later is quite a stretch.

Have you spotted something wrong with this edition of FE Week?

If so, feel free to tell us about it, including the page number and story headline, and explain what the problem is. Email us at news@feweek.co.uk with Corrections in the subject line.



Fears over new apprenticeship code

Chris Henwood  
@Chris\_Henwood

A new code of conduct at the National Apprenticeship Service (NAS) for dealing with queries about providers has sparked concerns that "subjective and third-hand" official advice could be dished out. The Service Standard sets out how NAS handles calls from employers looking into apprenticeships. It outlines how NAS aims to put small and medium-sized enterprises (SMEs) in touch with suitable providers. It was launched along with a nationwide radio advertising campaign promoting apprenticeships and news the government was extending the £1,500 Apprenticeship Grant for Employers of 16 to 24-year-olds (AGE 16-24) to March 2014. However, the Service Standard has alarmed many in the FE sector by stating that a single "most appropriate college or training provider" would be put forward. It says NAS would choose which providers to refer on the basis of, among others, employer needs, specialisation, success rates and track record.

Paul Eeles, chief executive at EMFEC (formerly East Midlands Further Education Council) said: "It is important the criteria used are only based on evidence of college and provider performance, rather than subjective views and third-hand understanding of provision. "It may be beneficial for NAS to publish these criteria for the college and provider community." Association of Colleges director of policy Joy Mercer said it would be "monitoring" the NAS summary system and how provides its recommendations "to ensure it gives all colleges an equal opportunity". She said: "In some cases where there is a single provider highlighted there may only be one in a very specific field. But where there is a number of providers who fit the bill we would expect the SME to be made aware of all the potential providers." And Victor Farlie, executive chair of the London Work Based Learning Alliance, said he wanted to see the selection criteria "strengthened". He said: "Providers with Ofsted 2 grade for leadership and management should be given first crack at referrals, and secondly no subcontractors.

"The latter point is a hot potato in London as so much of the volume growth — particularly among FE colleges — has been generated this way. "Basically, we want quality to be the driving influence on referrals and service delivery." An AELP (Association of Employment and Learning Providers) spokesperson said: "Naturally, good quality providers will want to be assured that they are getting a fair crack of the whip on the referrals being made." A NAS spokesperson said employers would be told about how many providers met its requirements. "If more than one provider meets their criteria we will mention this, but most often employers ask us for one name," he said. "To get to the fewest providers we will ask the employer to tell us what is most important to them, which might be for example where the provider's physical premises are or what its success rates are. "No information will be withheld from the employer — we're facilitating the employer to make an informed choice." He added: "Ofsted ratings are not the favoured criteria of SMEs who usually ask about how a provider has helped another SME in their sector."

Comments

Government reveals plans for traineeships

This is really good news but as I heard Martin Doel say on the radio this morning it is absolutely crucial that learners should be able to keep all of their JSA without penalties whilst attending a Traineeship.  
Rachael Fidler  
Er... Entry to Employment or Young Apprenticeships, anyone?  
Cathy Robinson-Burke  
The success of Traineeships will rely on

employers offering high quality work placements. How can we best support and encourage businesses to offer traineeships? What will employers see as the benefits of going down the Traineeships route?  
Lindsay McCurdy  
Sounds as if Doug Richards is being listened to. They had to introduce something with RPA coming into effect this year. I worry this will become very classroom based if enough employers cannot be found to offer placements. Take up of the Youth Contract by business has hardly been a roaring success.  
Tim Ponsford

Have you got something to say about FE or one of our stories?

We want to hear from you.

Email us with Comments in the subject line at news@feweek.co.uk or leave a comment on our website www.feweek.co.uk

Or, you can write to us at FE Week, 161-165 Greenwich High Road, London SE10 8JA.

Full contact details should be provided and can be withheld by FE Week upon request.



FE Week profile

# Verity Hancock ~ her story

Eleanor Radford  
@EleanorRadford

The principal of Leicester College  
talks to FE Week

From a meeting of minds at university in London almost 100 years ago an education leader was born.

Verity Hancock, now principal at Leicester College, said her grandmothers, both just a generation ahead of working down the mine pits, studied together in the 1920s.

This special friendship led to her parents meeting when they were just two years old and, despite hating each other as teens, they eventually married in their thirties.

“My grandmothers were very unusual — they were trailblazers,” says the 45-year-old who recognises the influence of her ancestral roots. “They didn’t come from privileged backgrounds and one went on to become Bolton’s first female librarian and the other a teacher.”

“My own parents were very educated, intelligent and they were all about happiness and confidence —they expected us to work hard and do well but weren’t pushy.”

Perhaps it was this attitude that spawned such a successful career for Verity who eventually became executive director of the Skills Funding Agency and personally developed the National Careers Advice Service before taking her current role at one of the UK’s largest colleges — and with no former teaching experience.

Her journey upwards began with a place to read law at Oxford University on condition she got just two E grades after an impressive entrance paper.

“I was very competitive with my parents,” she says. “They both went to Oxford so I thought why can’t I?”

Of course Verity, who grew up in Bishop’s Stortford, Hertfordshire, was never going to get just two Es. After attending her local comprehensive school, Herts and Essex High School, she scored an A in English literature, a B in history and a C in Latin.

“Latin was very, very hard,” she admits.

“It wasn’t like a language, it was more like maths and if I was sat there on a Sunday evening and heard the music from the Southbank Show and I still hadn’t completed my exercises I knew I was in trouble.”

Verity remembers a happy childhood with her younger sister, her mother, a modern languages teacher, and father, an administrator for the colonial service in Africa before working for an awarding body. Her formative years were full of thousands of books, trips to castles, stately homes and churches, and they were a very musical family.

But on going to Oxford the choral singer and flute player quickly became disillusioned and realised she had no passion or empathy for law.

“I worked hard and got a 2.1 but came out knowing I would never think about law again,” she recalls. “I loved Oxford but I really had no careers information, advice or guidance which is one reason it was always something I was interested in.”

She decided to go back to her roots and returned to City & Guilds where she’d toiled as a teenager adding up marks in the basement. In her first proper job she spent several months in exams teams and decided she wasn’t going to leave.

“It was like a united nations — a very diverse work team which I loved,” she says.

She worked in the engineering and motoring division and ended up staying four years, tailor-making qualifications for big employers, but she realised she was ambitious and wanted to manage people.

“Education can make or break people’s happiness”

“It was so hierarchical — and I realised I had to go somewhere else,” she says.

She moved to become a manager at the Training and Enterprise Council movement and over four years fostered a love of North London working across secondary schools and colleges in Harrow and Brent, getting big groups of employers to come into schools and work with youngsters.

“Employers got to understand a lot of young people who they might have had preconceptions of, particularly those from black and ethnic minority backgrounds who they’d been fed stories about being really behind and ill-disciplined. They soon realised many of these were bright, able and really articulate and the type of children they’d want to employ,” she says.

“I remember one young man who said he spent 80 per cent of his school time avoiding violence but he soon became really enthusiastic about becoming a lawyer or an accountant and wanted to carry on the path of education.”

It is this work Verity feels most proud of and led to her interest in the strategic role colleges could play within communities. In 2001 and at the age of just 33 she went for an executive director role at the Learning and Skills Council (LSC) which had just been set up.

“I rather daringly went for the job and got it much to the surprise of many,” she recalls.

“It felt fantastic — I was the youngest of 47 executive directors and I could bring energy and enthusiasm.”

After another stint of four years she was asked to run the central London office and



be the deputy director for London which led to her becoming regional director of the East Midlands. It was around this time she met her artist husband, Mark, and soon fell pregnant with Theo who is now three-and-a-half years old.

While she was on maternity leave LSC finished and the Skills Funding Agency was created.

“I missed a huge chunk of change,” she says.

“I came back as executive director of capacity and infrastructure with the SFA but I missed the forming and storming which was weird. We then moved to Leicester 18 months ago and it was then I started to think about doing something a little bit different.”

The ambitious director next made her way into the position of principal at Leicester, which has more than 26,000 learners.

“I haven’t worked in a college — I’ve been a college governor and worked with colleges but not in one. I feel it’s very much incumbent on me to gain credibility and I’m conscious that most people expect you to have come up through the ranks.”

But she admits she is “confident, has the leadership, financial skills and knowledge to make it work”. “I’m not complacent but not full of total trepidation.”

Education, she says, is “one of the only things that matters”.

“Education can make or break people’s happiness throughout their lives. I’ve seen the core benefits it gave my family for generations. It isn’t just about earning money it’s about happiness and education values.

It can make the difference between a good life and a bad life and everyone deserves the chance to experience the good.”

As she works fulltime Mark looks after Theo two days a week and so weekends are all about family time, going to the countryside, walking and friends.

Verity’s work ethic is set to continue in her new role.

“I expect to work very hard as principal. I’m looking forward to the responsibility of steering the ship — I’m really excited,” she says.

It’s a personal thing

What’s your favourite book?  
The Shining Levels by John Wyatt

What did you want to be when you were younger?  
A mountaineer or a musician

What do you do to switch off from work?  
I know far too much about the Octonauts from watching CBeebies with my toddler. I also like walking

If you could invite anyone to a dinner party, living or dead, who would it be?  
Fairport Convention — I’m a bit of an old hippy really

What would your super power be?  
To teleport without having to get on any form of transport



## FE Week Experts

# Apprentices rise as HE wanes

With the cost of new tuition fee arrangements seeming to hit the popularity of higher education, EAL's Ann Watson looks at the rising star of apprenticeships.

The end of 2012 brought with it revealing figures from two of the most important bodies in the UK's education sector.

For the first time, the National Apprenticeship Service (NAS) revealed the number of apprenticeship applications through its online database.

Meanwhile, UCAS also announced the number of higher education applications.

The findings are an indicator of a slowly-evolving education landscape in the UK, with the vocational pathway becoming a valuable option for an increasing number of people, making dents in academia's image as the number one gateway into fulfilling, highly-skilled careers.

New data released by NAS at the start of 2013 showed there were almost 1.13m apprenticeship applications last year for around 106,000 vacancies in the organisation's online database.

UCAS also published its End of Cycle Report 2012, which showed that overall demand for higher education had weakened, with applications dropping 6.6 per cent to 653,600.

Those applying were the first to do so under the UK's new HE fee arrangements and policies, the majority of universities are now charging around £9,000 a year.

The prospect of tens of thousands of pounds' debt after three years of education with no guarantee of a job at the end has clearly had an impact on students' decision making.

However, the availability of other options, such as high quality apprenticeships, is also having an impact.

The government has put in place a number of policies to help promote apprenticeships, give employers support, and review programmes that do not meet required standards.

For example, there will be at least another 12 months of £1,500 grants for SMEs that have never taken on an apprentice or have not recruited one in over a year. NAS has conducted reviews of more than 80 cases of providers running short duration apprenticeships following the introduction of new rules stating they should last at least 12 months for 16 to 18-year-olds.

And higher level apprenticeships are gaining further support, providing routes into a greater range of careers — the latest including accounting, insurance and law.

One of the biggest barriers to wide scale acceptance of apprenticeships as a premier route into highly-skilled careers is perception among schools, parents and learners. But, as NAS figures demonstrate, this is slowly changing.

It is also vital that more employers are



encouraged to take on apprentices and are made aware of the benefits, as the number of applications is more than ten times greater than advertised apprenticeship places.

Within EAL's industry sectors, manufacturing proved extremely popular, with almost 42,000 applications for only 3,500 vacancies on the NAS online database.

Business and administration was the most popular, with more than 300,000 applications for fewer than 27,000 vacancies.

This presents a great recruitment opportunity for employers, as there is clearly huge demand for quality apprenticeship places.

Unemployment is still lingering at incredibly high levels and young people in particular need greater opportunities to get on the career ladder.

**“Overall, demand for higher education has weakened”**

Combined with skills shortages in sectors such as engineering, apprenticeships are an ideal solution for employers and young people alike.

As an awarding organisation, EAL works with businesses in our sectors, as well as schools and training providers, to ensure apprenticeships are finely tuned to meet skills needs and offer genuine value for both learners and employers.

Creating more of these high quality apprenticeship opportunities is a priority.

As their popularity increases, however, we must be ever watchful of standards.

Apprenticeships must continue to rival higher education — and in some cases, surpass academia altogether — providing learners with alternative pathways into engineering, manufacturing, construction, business, law and a range of other professions.

*Ann Watson, Excellence, Achievement and Learning (EAL) managing director*

# Complaints body call for FE students

Students in the FE sector are trailing behind their higher education counterparts when it comes to the handling of complaints, explains NUS vice president for FE Toni Pearce. While universities who wrong their students could face a hearing with the Office of the Independent Adjudicator, FE students have no such recourse — and it's time that changed, she says.

For some time now, there has been cause for concern in relation to how complaints made by students in FE are dealt with.

As we look ahead to the future of the sector — the end of routine Ofsted inspections for some and the extension of compulsory education and training, as well as a less regulated sector — it is clear that students are in need of a safeguard to ensure that systematic problems are detected and dealt with in institutions.

Students in FE who experience issues with the quality of their learning, and those students who fall victim to unfair discrimination or poor provision, are without recourse to an independent adjudicator to preside over complaints.

Over the last year, we have been conducting research into the experiences of students in relation to these problems throughout England and Wales, as well as the procedures that colleges currently use to deal with them.

The complaints and appeals procedures in our sector are not monitored in any formal way, and students are unable to turn to an independent body. We believe the implementation of such a body would make providers truly accountable.

**“The complaints and appeals procedures in our sector are not monitored in any formal way”**

The findings of the research we have undertaken supports the anecdotal evidence with which the NUS is consistently provided by members.

This evidence suggests more can be done by colleges to promote the existence of complaints procedures and the processes these involve.

More too can be done to encourage individuals to submit a complaint if they feel unfairly discriminated against, and more can also be done to resolve complaints as quickly and fairly as possible.

The quality of complaints procedures throughout the sector currently leaves students in the dark when it comes to their own rights of redress against their provider.



Only 4.3 per cent of respondents to our survey believed their students were “fully aware” of the college complaints procedure.

And 71.4 per cent of respondents felt that students should be able to appeal against the college's decision to an independent body beyond the college.

We believe that having a national independent adjudicator for FE will help drive up the quality of complaints procedures within institutions.

More than 60 per cent of respondents to our survey believed that college complaints procedures were transparent, fair in just “some cases,” or not even at all.

As part of the research, we have produced a set of recommendations for the government, including implementing a national independent adjudicator for student complaints in FE.

We have drawn up a set of recommendations for providers that includes publicising complaints procedures during enrolment, making them accessible and easier to find, providing a maximum timetable for complaints and appeals to be dealt with within, staff training around handling of complaints and making information available to the students' union about the number of complaints, and those which are upheld.

University students currently have the ability to have their complaint adjudicated on by the Office of the Independent Adjudicator (OIA) which NUS campaigned to be created.

It's time that this opportunity was extended to students in the FE sector, who deserve the same rights as those studying in higher education.

That's why the NUS is calling on FE Minister Matthew Hancock to resolve complaints adjudications for his sector's students this January.

*Toni Pearce, NUS vice president for FE*



## FE Week Experts

# Apprenticeships: new year, new agenda

**Apprenticeships made the news time and again in 2012 with a host of reviews. Graham Hoyle, from the AELP, explains what he thinks should be on the apprenticeship agenda for 2013.**

As ministers consider the direction they intend to travel following the various reviews of apprenticeships that took place in 2012, it is worth doing a stocktake on where we are on the flagship skills programme so vital in supporting a sustainable economic recovery.

Apprenticeships are assuming an almost unprecedented profile for modern times, even if a university-educated national media may only now be starting to take notice because the increases in HE tuition fees mean more young people with good exam results are looking at apprenticeships as an alternative path to a high-earning career.

Last year's apprenticeship reviews had some common threads.

We were pleased that while there was an understandable recommendation government funding should support apprenticeships for young people as a priority, improving the skills of existing adult members of the workforce through apprenticeships was recognised as an important element of the programme's future.

Against the backdrop of the UKCES employer ownership pilots, both Justin Holt and Doug Richard were clearly very sympathetic

to the idea that more funding should flow directly to employers, but they recognised this did not necessarily represent a panacea for increased business engagement with apprenticeships, particularly in respect of small and medium-sized enterprises (SMEs).

The Holt review acknowledged that training providers play a key role in 'selling' apprenticeships to smaller companies and in our view, the current funding system helps to encourage this.

## "Providers play a key role in 'selling' apprenticeships"

We remain concerned that some of the proposed major changes in funding routes for apprenticeships could see a reduction in SME take-up rather than the increase that everyone seeks. A change that might work could be an arrangement whereby vouchers are handed to SMEs to help them purchase apprenticeship training provision from quality assured providers.

The government has said again it was committed to introducing traineeships for young people as a route to apprenticeships or other sustainable jobs.

This would be a very positive step, espe-

cially if it was also accompanied by fundamental change in the way schoolchildren receive advice about the vocational learning options available to them from the age of 16.

It must remain a priority to ensure young people attain the required levels of English and maths before they leave school rather than have to undertake remedial work during a traineeship.

We still believe schools should be subject to a degree of output-related funding to ensure this critical objective is achieved in 90 per cent of cases.

Last month's BIS Skills Funding Statement 2012-15 projected a welcome increase in 19+ apprenticeships to 681,000 by 2014-15 accompanied by a modest increase in funding.

However, the need to spend increased amounts of scarce resources on remedial functional skills English and maths activities (because of the failure of schools) is already restricting the number of apprenticeships that can be provided by AELP members, despite having clear evidence of employer demand and apprenticeship growth remaining a clear ministerial priority.

This makes it even more important that the Skills Funding Agency takes full advantage of its in-year reallocation funding powers to reward good performing providers by reallocating funds from underperforming providers of all types to make the system genuinely demand-led.

My members will also take more notice of



government mid-term review statements on employer responsiveness if they believe that the adult skills budget is going to be allocated in full to providers that actually deliver training.

Finally, and remaining positive, we must applaud the continuing high priority governmental support for apprenticeships at all levels as a critical ingredient of the government's long-term economic growth policy.

Also to be welcomed with real anticipation is the development of an all-embracing, flexible and personalised traineeship programme that will afford expert providers the opportunity to better prepare many in the NEET group to gain sustainable employment.

*Graham Hoyle OBE, chief executive of the Association of Employment and Learning Providers (AELP)*

## A comprehensive HR service for the FE sector

**FE Associates, a leading specialist organisation working in the FE and HE sectors since 2004, is excited to announce details of its comprehensive HR service, tailor made to meet your needs.**

From Interim Management (at Director and Manager level), via workforce planning, major structural reviews and job evaluation programmes and through to workforce planning and difficult casework, our expert team of consultants will work with you to achieve outstanding results for your College. We have first-hand knowledge of the challenges facing HR to bring out the best in your staff at a time of major change. We have particular expertise in handling all HR aspects of merger.

Our HR service offers as much or as little as you want.

**To find out more about how we can help you provide the very best HR service for your College please call 01823 337655.**





## FE Week event

# Minister in traineeship web launch

Shane Mann

@Shanermann

Further education Minister Matthew Hancock took part in his first webinar to launch a government discussion paper on traineeships.

Broadcasting live from the Department for Education and in partnership with FE Week, the minister spoke to an online audience of around 750 on Thursday, January 10.

The 30-minute webinar was an opportunity for the minister, joined by FE Week editor Nick Linford, to introduce the discussion paper and face a sector grilling on the issue of traineeships.

The minister began by saying: "The consultation document, launched today, poses a series of questions and is intended to be very discursive. We want to hear what you have to say. Lots of people think that there is a policy gap here and that there is a potential offer that will be valued and needed.

"Crucially, I think traineeships will only work if there is buy-in from employers and that we also

take into account a lot of the excellent work that takes place in the sector already. Also, I am very keen to ensure that we add too and support the work that already happens in the sector rather than get in its way with some national intervention.

**"The consultation document, launched today, poses a series of questions and is intended to be very discursive"**

"I also want to be very clear about the need within traineeships for English, maths, work preparation and work experience. But I also want to be very flexible around everything else, to ensure that on the ground it can be provided in the way that best suits people locally."

During the webinar the minister was asked about how he was planning to encourage more employers to offer work experience and apprenticeships. Mr Hancock referred to the increase in the number of apprenticeships already and acknowledged that the government needed to do more to allow benefit rules to meet the needs of the sector.

"We are finding that

apprenticeships are broadening, in terms of the number of employers offering them. Typically employers find apprentices a much more positive experience than expected, and this positive experience is vital.

"The work experience programme, which is a Department for Work and Pensions [DWP] programme, is very much within this space. From being launched a year ago, this has gone on to be really successful and arguably one of the most effective and value for money employment programmes that a government has ever run.

"One of the things we haven't done enough on as a government is to work on the linking of the skills system with the DWP benefits system. The rigidity of benefit rules has not fitted well enough with the skills system. Bringing these two together is extremely important and traineeships are a step in that direction."

The minister also emphasised the responsibility of schools and the government in ensuring that young people were aware of the opportunity to do a traineeship, and that this would be achieved through quality independent information, advice and guidance.

"Quality information, advice and guidance is essential. Part of the new duty on schools is to provide independent and impartial careers advice — and implementing that is an important part of my job. Just before Christmas we extended this statutory requirement to also include sixth form students," he said.

"The National Apprenticeships Service will have a big role to play in ensuring that people know the availability of apprenticeships. The assumption will be that people move on from traineeships into apprenticeships. Therefore all the communication that we do around apprenticeships is also valid

for traineeships."

Several participants submitted questions about whether the government would be looking at providing financial support for students doing traineeships. The minister said: "This is a very important question, but this paper actively doesn't answer it. There is more work to be done in this area and we know that this is obviously critical.

**"Crucially, I think traineeships will only work if there is buy-in from employers"**

"I recognise the importance of the question and I'm being open today in the fact that we are asking for suggestions in how this ought to work, within obviously tight financial constraints. Financial support is very important and is something we are doing a lot of work on in government at the moment."

The minister also fielded a question about the duration of traineeships and explained that he was "instinctively thinking around a six-month period," but reaffirmed he was keen to hear the sector's views.

FE Week received many questions in advance and following the webinar. Unfortunately there was not time to answer all of these during the webinar, so FE Week will be forwarding these to the minister.





You can join the discussion by sending your views to the government via [Traineeships.Discussion@education.gsi.gov.uk](mailto:Traineeships.Discussion@education.gsi.gov.uk)

It will also be setting up discussions with representative organisations and with young people over the coming month. It particularly welcomes views by February 8 to help feed into the development of the traineeship.

The key questions are set out in the document, but the government said it welcomed any thoughts.

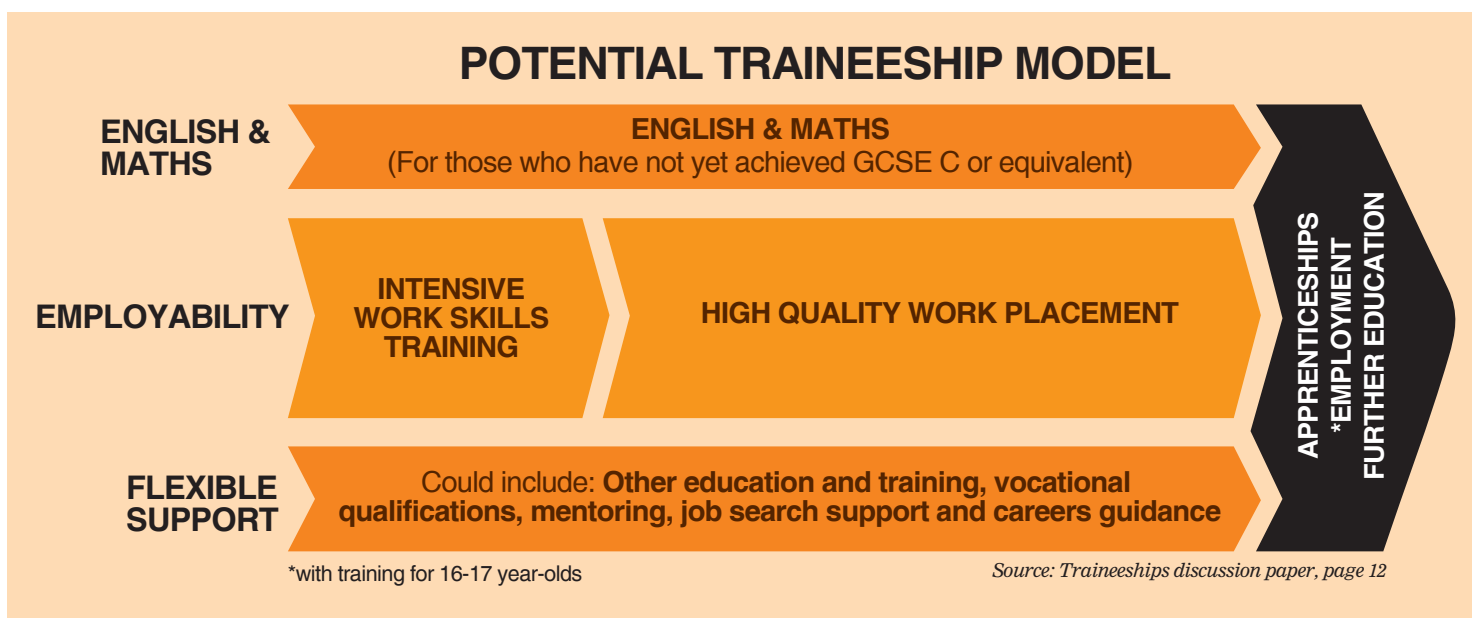


**Traineeships**

Supporting young people to develop the skills for Apprenticeships and other sustained jobs

A discussion paper

January 2013



## FUNDING UPDATES

sponsored by **TRIBAL**

### Save the date

- Friday Feb 1: 3-4pm
- Monday Feb 4: 3-4pm
- Monday March 4: 3-4pm
- Monday April 8: 3-4pm
- Monday May 13: 3-4pm
- Monday Jun 3: 3-4pm
- Monday July 1: 3-4pm

Lsect webinars delivered by Nick Linford, author of The hands-on guide to post-16 funding & editor of *FE Week*

Lsect members will be emailed joining instructions a week prior

Not a member? Sign up for free at: [www.lsect.co.uk/join.asp](http://www.lsect.co.uk/join.asp)



**Lsect**  
Learning & skills ~ events, consultancy and training

**WEBINARS**

[Lsect.co.uk/webinars](http://Lsect.co.uk/webinars)



# FE Week campus round-up

 sponsored by **empra**™


Media student Callum Ronan, a broadcaster who has helped launch Leeds City College On Air

## Media students get on the airwaves

A group of students are “trailblazing” the way for future broadcasters after launching their very own radio studio.

Leeds City College creative media students are taking over the airwaves at Yorkshire Radio to launch a weekly show featuring current affairs, music and more.

Digital radio station listeners will be able to tune into Leeds City College On Air every Sunday to hear broadcasters such as level three BTec Creative Media student Callum Ronan, 19.

He said: “I absolutely love radio. I have been brought up with it and always found the

personalities such as Scott Mills and Steve Wright people I aspired to be like. My tutors Nigel Schofield and Andy Lunn have been really good people to work with, and have given me a lot of guidance in becoming a better presenter.”

Ben Fry, Yorkshire Radio’s station director, said: “I think what we are doing is trailblazing and the students have really exceeded all my expectations so far and seem to be improving as each week goes by.”

The programme is on at 7pm on DAB Digital and Sky Channel 0209.

## Textile exhibition reveals town’s softer side



From left: Cleveland College of Art and Design tutor Rebecca Rowe with students Rachel and Dorothy Colley, Hayley White and Carol Docherty

Textile students have been helping to show off the softer side of a town made of steel.

Cleveland College of Art and Design students produced work for a special exhibition featuring a collaboration of artists celebrating the former mining town of Middlesbrough.

Come and ‘Ave a Go If You Think You’re ‘Ard enough runs until February 8 at The Heritage Gallery, Cargo Fleet, Middlesbrough.

Tutor Rebecca Rowe created a montage of embroidery with the help of students studying print making and embroidery embellishment, including her mother and sister, Dorothy and Rachel Colley, and fellow textile fans Carol

Docherty and Hayley White.

Work ranged from a portrait of footballing legend Brian Clough and the Transporter Bridge to Linthorpe Road and the Dorman Museum.

“All the students seemed to enjoy the course and it was great to see their work exhibited for the first time,” said Rebecca.

Exhibition organiser Hugh Mooney said: “Middlesbrough was never pretty. We had mining until the 80s, strong iron and steel industries until the 80s, thriving ship building and ports until the 80s — all that has gone, but we still have an instinct for survival.”

## College’s work recognised with new title



From left: Angela Emery, motor vehicle lecturer, Paul Brimecome, head of Fareham’s motor vehicle department, Bernadette Done, business development manager, ABC Awards, and Nigel Duncan, principal of Fareham

A college in Hampshire is the only institution in the country to have its motor vehicle department named as a “showcase centre”.

Fareham College was bestowed the title by ABC, the awarding body for a number of motor vehicle qualifications.

ABC chose Fareham after looking at the college’s Ofsted reports and now the centre will act as ambassadors for each region in England and Wales with the aim of other colleges becoming showcase centres. The status will last two years.

Head of Motor Vehicle Studies, Paul

Brimecome, said: “This is recognition for the work we have previously done with supporting other centres and will also mean that if any other centres require support we can help them in the future. It will give me a chance to showcase the success of our motor vehicle students into work and higher qualifications.”

“We are really proud of the beginning we give to our Skills Academy students and some have progressed really well in the trade.”

Bernadette Done, business development manager, at ABC Awards, said: “We were delighted that we could nominate Fareham College for this status.”



Olive the cow at East Durham College

## Olive the cow arrives at pastures new

A cow called Olive has moooved into a college campus in Durham.

East Durham College’s Houghall Campus has introduced the pure breed Hereford cow to help show agricultural students different breeding techniques and systems for cattle.

Agriculture was reintroduced at the campus last year and a new herd will be introduced over the next seven years.

Curriculum leader and farm manager Keith Cook said: “The new herd will give students the chance to study how artificial insemination works and how important pure bloodlines are in the livestock industry.

“In order to deliver excellence in learning the farm is embracing modern farming techniques and is currently undergoing a GPS mapping process to demonstrate to students how we ensure accurate use of inputs onto the arable crops.

“The students have also experienced a diversification project rearing turkeys which have gone through the farm’s newly established butchery and sold for the Christmas market.”

As the course continues to grow, said Keith, the new projects at the farm will teach students the most modern and up-to-date farming techniques.

**Want your college or training provider to appear on these pages?**

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable



## Building new hope for local community centre



Trade students and tutors from Middlesbrough College at the Brambles farm Community Centre with Sue Kearney (centre) from the Hope Foundation. Picture: Doug Moody Photography

Students in Yorkshire are helping a charity bring hope to a community.

Apprentice plumbers, painters, joiners and electricians at Middlesbrough College have teamed up with The Hope Foundation to breathe new life into the Brambles Farm Community Centre in the north east town.

The students are part of Middlesbrough College Build (MC BUILD) - a not-for-profit company which provides work experience for students - and they have worked tirelessly on the centre for several weeks.

It now boasts a new suspended ceiling in the main hall, new learning areas, new storage space, improved security, and the interior has been given a fresh coat of paint.

Hope Foundation chief executive, Sue Kearney, said: "As a charity that helps people improve their employability skills it made perfect sense to involve Middlesbrough College.

"We wanted to give the building a complete refurbishment and the students' help has been invaluable."

Mark Purvis, 43, a painting and decorating student, said: "It's been rewarding to see how our efforts have transformed the community centre."

Mark was long-term unemployed before he enrolled at Middlesbrough. He has now launched his own painting and decorating business.



Sarah Saint (left) and Leah Clarke, Barney Bears Nursery Entrepreneurs.

## Former students inspire next generation

Two women who run four childcare nurseries are now recruiting staff from the college where they first met.

Sarah Saint and Leah Clarke are making business look like child's play as they employ 45 employees who have been trained at Barking and Dagenham College.

The successful business women who studied childcare in the late 1990s struck up a firm friendship after a recruitment fair held at the college. They both started working for the same company, a large nursery chain, but branched out together and now have four nurseries in Barking, Chigwell, Dagenham and West Ham

and are now setting up their head office.

Ann McDaniel, curriculum manager for childcare and beauty at Barking and Dagenham College, said: "They are so passionate and have lots of energy and drive. They have both been brilliant supporters of the college, helping our childcare students by providing practical placements. They employ our students once qualified and also take some on as apprentices."

"They truly are exceptional role models and are playing a key role inspiring the next generation of childcare professionals in our local area."



From left: Lowis Marshall, Caroline Flint MP and Nick Whatley at the House of Commons

## Solar power on the agenda at energy conference

A female apprentice and mum-of-one rubbed shoulders with Labour Party bigwigs at a national energy conference in the House of Commons.

Lowis Marshall, 29, from Gillingham, was at the event alongside colleagues from Chatham-based Prestige Solar & Heating.

Shadow energy and climate change secretary Caroline Flint was among those to meet Lowis, who is studying plumbing and heating at MidKent College.

"She [Ms Flint] seemed pleasantly surprised that I was an apprentice in that particular field, but she said it was a positive thing and

encouraged me to carry on," said Lowis.

"She seemed very interested in my studies at MidKent College and I told her it was difficult, but that I was enjoying it."

Nick Whatley, director of Prestige Solar and Heating, invited Lowis to the conference so she could view their profession from a different angle.

"A few years ago solar energy was very popular and lots of people were having panels installed on their homes, but now things have slowed down and one of the aims of the conference was to explore how we can get solar back on the agenda," said Lowis.



Former South Cheshire College photography student Tom Porter has been going back to the classroom to help current students

## Budding photographer goes back to his roots

A university undergraduate with an eye for a picture enjoyed his time at college so much he can't keep away.

Tom Porter has been back to South Cheshire College twice in recent months to learn more from college lecturers and help students fine-tune their photography skills.

The 20-year-old is in his final year at Falmouth University doing a degree in press and editorial photography.

During his holidays he has linked up again with the college where he gained three distinction grades on a photography BTec national diploma that he completed in 2010. He spent a week's work experience shadowing photography lecturers to find out more about teaching the subject and then spent another week at the college helping students with course projects.

Tom, from Crewe, said: "I have a real passion for photography and I'm loving university life but I had a great time at college too which is why I offered to come back to help students and do some work experience."

He added: "I definitely want to work in photography as a career and teaching photography appeals to me because the lecturers at college have all been great with me."



# FE Week campus round-up

sponsored by **empra**



Former England netball captain Olivia Murphy (centre) with Derbyshire netball academy players

## Derby College bags a new netball academy

Sporting Midlands youngsters have scored a studies boost with a post-16 netball academy.

Derby College has teamed up with the Derbyshire Netball Association and Derbyshire Institute of Sport to set up the academy for players aged 16 to 19.

The team will play in the British Colleges Netball League and give players the opportunity to progress into elite level squads.

They will also study a course of their choice at Derby College, with netball training and games arranged around their academic timetable.

Academy head coach Liz Alsop said: “The academy will result in more young women continuing to play netball at an age where traditionally they may leave the sport, while also giving more young women with a talent for netball the opportunity to be selected at regional level and beyond.”

Former England netball captain Olivia Murphy said: “It will be a fantastic opportunity for players to receive dedicated additional coaching and support which could really make a difference in helping them reach their full potential.”

The academy is due to open September 2013.

## Success for Cornwall’s entrepreneurs



Cornwall College students Shauna Stone and Wassim Imchichi

Cornish youngsters with designs on a future in business won praise for their scarves, caps, sweatshirts and handmade jewellery.

A team of Cornwall College students on the Young Enterprise programme scooped the best stand title at a trade fair held in Truro.

Trading under their company name MPR Clothing, the students were offering a range of urban clothing printed with their own designs.

The stand was set up and manned by Shauna Stone, 17, from Camborne, and Wassim Imchichi, 18, from Redruth.

The students, who are doing business, retail and IT BTec extended certificates, were in competition with 15 other schools and colleges from across the county.

Shauna said: “The judges seemed really impressed by our stand and our t-shirt designs and the fact we sold extra products to raise capital to print more. We also made sure our t-shirts were made from good quality fabric, that’s also organic, which we feel is important.”

Young Enterprise Cornwall board member Stephanie Vandike said: “I’m very impressed with what everyone did and the effort they made. The MPR Clothing stand looked great, and their t-shirt designs were very unique.”



Work starts on Uxbridge College’s new £6.5m build. From left: project director Robert Drury, vice principal Sara Djili, Craig Millar, from contractors SDC, and principal Laraine Smith OBE

## College starts work on £6.5m development

London students are looking forward to a bigger dinner hall after work got under way on a new £6.5m college build.

A traditional ground-breaking ceremony at Uxbridge College marked the start of construction on the building that will also be home to engineering workshops.

It will also add two floors of classrooms and staffrooms for health and social care.

Uxbridge College principal Laraine Smith OBE said: “It is really exciting to be adding more state-of-the-art facilities to the Uxbridge College estate, which we are continually developing to meet the ever-changing needs of education and training.

“This project is particularly important because it responds to the increasing need for engineering training, which has recently seen us split this expanding department into two separate areas.”

The work is part of the college’s ongoing plans to update facilities and follows a £6m sports hall and outdoor games area, and a £5m media block. Work on the latest development is taking place during the academic year with the new facilities due to be ready in the autumn.

The cost of the work is being met from college reserves.

## College ‘committed to defying stereotypes’



Women get handy with a paintbrush at Burton and South Derbyshire College as funding is secured for training under-represented groups

Women, people with disabilities and those from ethnic minority backgrounds are being encouraged to try out construction work at a Midlands college.

Burton and South Derbyshire College is promoting equality and diversity in STEM subjects (science, technology, engineering, and maths), after getting funding to offer free training to under-represented groups.

The college was one of just 44 providers from across the country to make successful bids to the Equality and Diversity Partnership Project Fund, run by the Learning and Skills Improvement Service (LSIS) and the Skills Funding Agency (SFA).

Sasha Hubbard, science lecturer at the college, said: “The project is giving people who are usually under-represented in STEM subjects the chance to gain an insight into the area. We are committed to defying stereotypes and ensuring everybody has access to these exciting subjects.”

She said the project was a “real success”, with women from the area learning plumbing, painting and decorating skills.

“We are urging anyone wishing to take part to contact the college,” she said.

Throughout the year women will be able to try electrical courses, carpet fitting, carpentry and joinery, and vehicle maintenance.

### Want your college or training provider to appear on these pages?

Send your stories with pictures to [news@feweek.co.uk](mailto:news@feweek.co.uk) including names, ages and course of students where applicable



# Record breaker raises organ donor awareness

A teenager is set to compete in the World Transplant Games after a rare genetic disorder sparked a life-saving liver transplant operation.

Adam Wall, 17, from Broadstairs, in Kent, is a sports student at Canterbury College who has been selected to represent Great Britain and Northern Ireland in Durban, South Africa, in July.

The keen sportsman is now urging others to sign up as organ donors after he survived Alagille Syndrome as a result of a six-hour transplant operation when he was just two-and-a-half years old. The life-saving procedure was able to go ahead only because an 18-year-old signed up to the organ donors' list. The young man died in a car crash but his actions ensured Adam's life was saved.

"Thanks to my donor I've been able to live a perfectly healthy life," said Adam who has done athletics training twice a week at the Thanet Roadrunners sports club for the past five years.

"I had lumps all over my body and had turned yellow but my mum said the operation was a complete success.

"My entire liver was removed and a third of a liver was put into my body and then the rest of it grew back as the liver is the only organ that regenerates itself."

Since recovering, he has gone on to win medals in the 2011 World Transplant Games – gold in the high jump with a record breaking (for his age) leap of 1.25 metres, and bronze in the 100m sprint and long jump.

Adam will now take part in the 100m, 200m and high jump if he can raise £4,000 to pay for flights and registration.

Adam's college tutors have put him in touch with the Mary Edmondson Trust who donated £500 towards the £4,000 goal. Thanet Roadrunners sports club have also given £500 but he is still seeking sponsorship.

Adam said he thought the Transplant Games were a "great idea".

"I have had the chance to meet others like me and it's really built my confidence," he said.

The South African Games hold a special significance for the student.

"The opening ceremony will be on the anniversary of my transplant so that will be a highlight for me," he said.

"I'm looking forward to competing but the most important thing is letting people know that there is a shortage of organ donors and that they can help."

Next year will be the first time he has competed in the 18 to 29 age category. He said: "I hope I can live up to past successes but it will be a lot harder. If I can top my personal bests I'll come home happy."

His tutor, Jemma Cullen, said: "Adam has done amazingly well to be selected to represent Great Britain and Ireland in the World Transplant Games. We are very proud of his achievements and enthusiastic to help him raise the funds he needs."

To donate to Adam online, go to [uk.virginmoneygiving.com/adamwall2](http://uk.virginmoneygiving.com/adamwall2)



World Transplant Games gold medallist Adam Wall on the track

FEATURED  
CAMPUS  
ROUND-UP

## FE Week Jobs

### PRINCIPAL £108k

**Accrington & Rossendale College is looking to recruit an ambitious and inspirational individual to lead the College. This is an exciting opportunity to join an Outstanding College with excellent results and a strong and committed senior management and staff team.**

With a turnover of £17m and an enviable reputation, we are ready for the next stage of our development at this time of significant change within the sector. Working with the Governing Body, you will deliver the Colleges strategic ambitions which centre on excellence and ensuring

the learner is at the heart of everything we do. You will also play a pivotal role in strengthening and developing our work with employers and other partners. With extensive leadership and management experience, you will have a successful track record of leading and

delivering strategic planning in a large, high achieving organisation. It is important to us that you are able to lead others with energy and enthusiasm and to command respect whilst providing a vision for the College and delivering outstanding results.

**THE CLOSING DATE FOR APPLICATIONS IS FRIDAY 25<sup>th</sup> JANUARY 2013.  
THE SELECTION PROCESS WILL TAKE PLACE ON THE 11<sup>th</sup> AND 12<sup>th</sup> FEBRUARY 2013.**

To find out more about us and this post, please go to [www.accross.ac.uk/jobs](http://www.accross.ac.uk/jobs)

You are welcome to have an informal discussion about this position with Lynda Mason, Interim Principal. Appointments to speak with Lynda can be made by contacting Nicola Tattersall on 01254 354007.







New College Stamford is an equal opportunities employer and values diversity. All appointments are based solely on the merit and abilities of each applicant regardless of age, gender, marital status, religion, sexual orientation, ethnic origin or disability. We are committed to safeguarding and promote the welfare of all learners and expect all staff to share this commitment. The successful candidate will be required to undertake appropriate checks as well as providing proof of right to work in the UK.

See our website for further information, details on how to apply and for updates of any other vacancies [www.stamford.ac.uk/jobs](http://www.stamford.ac.uk/jobs)

**Quality Improvement Officer** Salary: Harmonised Point 26 – 32 (£25,704 - £30,690 per annum)

We are looking for a Quality Improvement Officer to work with the Director of Quality and the Bids/Projects Manager, to be responsible for the monitoring and improvement of the quality of New College Stamford's work-based learning offer, external partnerships and employability projects.

**Closing Date: Monday 21 January 2013**

**Interview Date: Tuesday 29 January 2013**

**Teaching and Learning Coach** Salary: Harmonised Point 26 – 33 (£25,704 - £31,599 per annum)

We are looking for a Teaching and Learning Coach to work with the Director of Quality, primarily focusing on improving the standards of teaching, learning and assessment across the College. The role holder will promote excellence in teaching, learning and assessment through the sharing of good practice, leading development activities and also via 1-2-1 coaching and/or mentoring to individual staff members.

**Closing Date: Monday 21 January 2013**

**Interview Date: Wednesday 30 January 2013**

**munroconsulting**

## Principal & CEO

**Dundee and Angus Colleges are two successful Colleges which, following a review of options, have decided to merge in November 2013 to create a college with the vision, skills and resources capable of playing its full part in the development and regeneration of the communities – local, regional and international – that they serve.**

During and beyond the planned merger of the Colleges, the new institution will require a strong and inspirational leader to make sure that success is achieved to the highest degree.

As a "Champion of Change" you will lead both Colleges and support the Partnership Board by implementing the merger and strategy plans as well as take forward the responsibility of ensuring that the goals and timescales are met efficiently.

You will have a significant track record of successful leadership and management at Principal or Depute

Principal level (or equivalent) within the further education sector with knowledge of the complex FE environment within which the college works.

A clear vision of the role of Further Education in a diverse city and rural area and evidence of the ability to translate this into a set of realistic, practical plans is essential as is a successful track record in setting and meeting targets.

For more information or to apply for this exceptional opportunity, visit [www.munroconsulting.com/DNA](http://www.munroconsulting.com/DNA) or contact our search partners Donogh O'Brien or Amy Dalgleish for a confidential discussion on **0141 227 7550** quoting reference **G697**.

**Closing date: Friday 1st February 2013.**



[munroconsulting.com/DNA](http://munroconsulting.com/DNA)

# To advertise with us contact Chardelle Mason on 020 8123 4891



## PRINCIPAL £COMPETITIVE + RELOCATION

Tower Hamlets College is looking to the future with confidence and with high ambitions for our 6,300 learners and our local community. Serving a young and diverse borough, the College is uniquely located within one of the most exciting areas of London: within the Thames Gateway development and with Canary Wharf and the Olympic park just on the doorstep, providing significant opportunities for collaborations and untapped potential.

After three successful years, our current Principal's relocation overseas creates an exceptional opportunity to build on the significant advances made under his leadership. With the quality of provision and underlying financial position of the College now on a very firm footing our new Principal will be able to move the College forward with real confidence. It's important that the recent pace and trajectory of change are maintained; but looking ahead our focus is on ensuring that we provide a distinctive offering which meets the needs of local learners, partners and stakeholders.

An experienced senior leader with a proven track record of leading organisational change, you'll bring a sophisticated understanding of the distinctive challenges and opportunities of an inner city college. Credible with talented managers and staff, you must share our high aspirations for students and be able to optimise relationships with existing and potential partners and stakeholders.

For more information, please visit [www.towerprincipal.co.uk](http://www.towerprincipal.co.uk) or contact Mike Galloway or Trudy Searle at Navigate on **0844 800 5300**. Closing date: 4 February 2013.

**Inspiring people. Inspiring our communities.**

**navigate**





**Employer Responsive Team****Skills & Employability Officer****Salary Range £32,800 - £37,206****Immediate Start Available**

Job Ref: WHCC001131

Wolverhampton City Council recognises that the skills and capabilities of our people are the basis for the prosperity of our city.

We are seeking three Skills and Employability Officers to join our new Employer Responsive Team. The purpose of the team is to increase the skills and employment opportunities for people in Wolverhampton by working in partnership with employers, training providers and partners to create the skills needed for employability and economic growth.

This team will develop robust high quality intelligence about current and future skill needs by creating strong relationships with employers in key sectors including advanced manufacturing, food and drink and building technologies.

You will be experienced in creating skills and employment solutions with employers, have excellent communication skills and be able to focus on delivery and impact.

**We are looking for the successful candidate to:-**

- have a sound understanding of skills and employment funding
- have a sound understanding of relationship management and working with employers
- have excellent IT and research/analytical skills.

For an informal discussion please contact Resham Gill on (01902) 550343.

Wolverhampton City Council is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

**Apply online at [www.wmjobs.co.uk/wolverhamptoncc](http://www.wmjobs.co.uk/wolverhamptoncc)**

**CLOSING DATE 1 FEBRUARY 2013 (MIDNIGHT) INTERVIEWS 18 AND 19 FEBRUARY 2013**

**Most posts within the Council are subject to review under the Single Status agreement (Teachers are excluded). Further details are given in application packs.**

[www.wolverhampton.gov.uk/jobs](http://www.wolverhampton.gov.uk/jobs)



The Training & Recruitment Partnership Ltd

**Executive Assistant/Office Manager**

**Salary: Competitive; based on experience** London, UK

The Training & Recruitment Partnership Ltd. has been operating since 1998 and delivers both private and SFA funded apprenticeship training in Management, Team Leading, Customer Service, Business Administration, Childcare, Teaching Support, Advice & Guidance and Construction Trades. TRP works with national awarding bodies including: OCR, EDI, Cache, City & Guilds; delivering QCF qualifications, levels 2 - 7, to learners from age 16 upwards.

All TRP's Ofsted inspected provision is currently rated 'Outstanding/Good'.

The successful candidate will be experienced in handling a wide range of senior administrative duties and will be able to work independently with little or no supervision.

This person must be extremely well organised, flexible and have good attention to detail; working responsively to further develop this role to meet the requirements of a rapidly growing organisation.

For more information about this role, please visit the *FE Week* Job board. To apply, please send your CV and a covering letter to [juliet@trpltd.co.uk](mailto:juliet@trpltd.co.uk).

**Closing date: 25th January 2013**

**Don't forget to check out our jobs board online at:**  
**[www.feweek.co.uk](http://www.feweek.co.uk)**



**WE'RE RECRUITING**

**DIRECTOR OF TEACHING & LEARNING**

**£55,783 per annum**

Permanent, Full Time  
37 hours per week

City of Bath College is committed to continuously driving up the standards of teaching and learning across the College. Reporting to the Principal, our new Director of Teaching and Learning will lead on the strategic development and improvement of teaching and learning across the College. As our lead senior manager for quality improvement and assurance the post holder will be a strong strategic planner with expert change management skills and the ability to win the respect of colleagues.

For more information please visit the jobs page on our website:  
**[www.citybathcoll.ac.uk](http://www.citybathcoll.ac.uk)**

For an informal discussion about the role contact Rachael Collier, Executive Assistant to the Principal on **01225 328734**.

Job Reference: 13/01

**Closing date: Monday 28th January 2013 at noon**

**Interview date: Tuesday 5th February 2013**

**Haringey Sixth Form Centre****Data Analyst and Reporting Officer**

**Full Time. Salary £28,800 - £30,395.**

The Sixth Form Centre is currently a Local Authority maintained 16-19 school shortly to convert to a 16-19 Academy.

The person appointed will work under the supervision of the Centre's MIS and Exams Manager who is a member of the Senior Leadership Team.

We want to appoint someone with both excellent technical and communication skills to develop further the analytical and reporting environment established by the previous post-holder. The successful candidate will have some school or college student data experience, and be able to balance the demands placed on the service from internal and external data users. The post would be of particular interest to someone with knowledge of the ILR and with ability to contribute to the development of the Centre's VLE.

**Full details available on our website**

**Closing date Wednesday 23 January 12 noon**

Download the application pack from our website.  
Alternatively:

**E: [jobs@haringey6.ac.uk](mailto:jobs@haringey6.ac.uk)**

**T: 020 8376 5877**

**Haringey Sixth Form Centre**

White Hart Lane Tottenham

London N17 8HR

Tel: 020 8376 6000

**[www.haringey6.ac.uk](http://www.haringey6.ac.uk)**







supported by:



Media partner



# The Voice of Apprenticeships Conference.

## 13th March 2013

### Book your place now

This conference is for businesses and training providers to come together to ensure that apprenticeships in England grow by working together in partnership.

[www.apprenticeships4england.info](http://www.apprenticeships4england.info)

Go online to book your place

#### FE Week Sudoku challenge

6					3	1		9
	5			7	1			8
9	2				5	7		
3				6			2	5
	9		7		2		4	
8	1			9				3
		4	3				9	7
7			4	1			8	
2		9	8					6

Difficulty:  
**EASY**

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Solutions: Next week

			1					
1		9			6			
2		8		9	7		4	
		1	7				8	5
5	3				4	7		
	5		3	8		2		7
			2			9		6
					5			

Difficulty:  
**MEDIUM**

#### Last Week's solutions

4	8	5	7	9	2	6	3	1
6	7	3	1	8	5	9	2	4
9	1	2	3	4	6	8	7	5
3	2	1	8	5	7	4	6	9
5	4	7	6	1	9	3	8	2
8	9	6	4	2	3	5	1	7
2	3	8	9	7	4	1	5	6
1	5	4	2	6	8	7	9	3
7	6	9	5	3	1	2	4	8

Difficulty:  
**EASY**

3	5	1	9	6	7	4	8	2
6	9	8	1	4	2	5	7	3
4	2	7	3	5	8	1	9	6
9	3	6	4	1	5	8	2	7
2	1	5	8	7	3	9	6	4
7	8	4	2	9	6	3	5	2
5	4	2	7	3	9	6	1	8
8	6	3	5	2	1	7	4	9
1	7	9	6	8	4	2	3	5

Difficulty:  
**MEDIUM**

#### FE Week mini-mascot

Follow the adventures of *FE Week's* biggest and smallest fan!



*"Mostly this week I've been stroking bunnies on Godstone Farm"*

You can also follow our *FE Week* mini-mascot on Twitter [@daniellinford](https://twitter.com/daniellinford)